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**Distribution and Composition of
Employee Earnings and
Hours—Australia
Preliminary**

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**DISTRIBUTION AND COMPOSITION OF EMPLOYEE
EARNINGS AND HOURS, AUSTRALIA
MAY 1991, PRELIMINARY**

IAN CASTLES
Australian Statistician

AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6305.0

EXEMPTED FROM PAYE AND SUPERANNUATION

DISTRIBUTION AND COMPOSITION OF THE LOWER EARNINGS AND INDEX AUSTRALIA MAY 1991 PRELIMINARY

THE COMMONWEALTH
STATISTICAL SERVICE

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STATISTICAL SERVICE OF AUSTRALIA

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INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Regina Camara on Canberra (06) 252 5325 or any ABS State Office.
 - for information about other ABS statistics and services please refer to the back page of this publication.
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SUMMARY OF FINDINGS

Due to methodological differences, estimates of average earnings from this survey vary slightly from the estimates obtained from the quarterly survey of Average Weekly Earnings (6302.0). Care should be taken in interpreting estimates for managerial/non-managerial employees which are presented according to classification by occupation, as well as status of employee (see paragraph 10, page 13, of the Explanatory Notes).

Distribution of Earnings

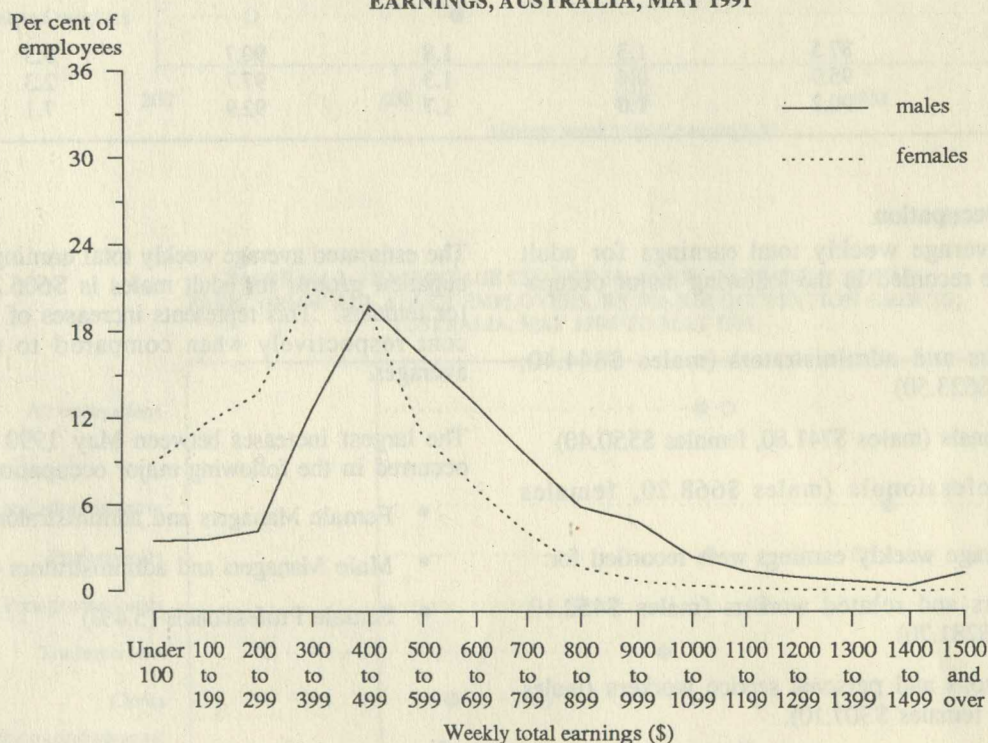
The median weekly total earnings for all male employees in May 1991 was estimated as \$535.10, while the median female total earnings was \$378.50. Diagram 1 shows the relative distribution of all male and female employees by levels of weekly total earnings.

The concentration of females in the lower earnings ranges is because a larger proportion of part-time employees are

females (76.1%) and because managerial employees are predominantly males (77.7%). Females receive considerably less overtime, on average, than males.

For full-time adult non-managerial employees, the estimated median weekly total earnings was \$549.70 for males and \$467.40 for females.

DIAGRAM 1: DISTRIBUTION OF ALL EMPLOYEES BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1991



Composition of Earnings

Between May 1990 and May 1991 the proportion of total earnings which was 'Award or agreed base rate of pay' for full-time adult non-managerial employees increased from 86.0 per cent to 87.5 per cent for males and from 95.6 per cent to 95.9 per cent for females.

This increase coincided with a reduction in the proportions of both 'overaward pay' and 'overtime pay'. For full-time adult non-managerial males 'overaward pay' fell from 2.3 per cent in May 1990 to 1.8 per cent of total

earnings in May 1991, while over the same period 'overtime pay' fell from 10.5 per cent to 9.3 per cent. The corresponding reductions for females were 1.5 per cent to 1.3 per cent for 'overaward pay' and 2.5 per cent to 2.3 per cent for 'overtime pay'.

In May 1991 full-time adult non-managerial employees received an average \$39.80 for 1.9 hours of overtime. Males in this group received \$55.70 for 2.6 hours while females received \$11.60 for 0.6 hours of overtime.

The following table reflects the percentage of all components which comprise average weekly total earnings for full-time adult non-managerial males and females in the private and public sectors.

COMPOSITION OF EARNINGS AS A PERCENTAGE OF AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1991

	<i>Award or agreed base rate of pay</i>	<i>Payment by measured result</i>	<i>Overaward pay</i>	<i>Total ordinary time pay</i>	<i>Overtime pay</i>	<i>Total weekly earnings</i>
— per cent —						
<i>Private sector-</i>						
Males	84.2	2.0	2.7	88.8	11.2	100.0
Females	94.3	0.7	2.2	97.2	2.8	100.0
Persons	87.2	1.6	2.5	91.3	8.7	100.0
<i>Public sector-</i>						
Males	93.4	0.2	0.4	94.0	6.0	100.0
Females	98.1	0.0	0.1	98.3	1.7	100.0
Persons	95.1	0.1	0.3	95.5	4.5	100.0
<i>Total-</i>						
Males	87.5	1.3	1.8	90.7	9.3	100.0
Females	95.9	0.4	1.3	97.7	2.3	100.0
Persons	90.2	1.0	1.7	92.9	7.1	100.0

Earnings by Occupation

The highest average weekly total earnings for adult employees were recorded in the following major occupation groups:

- Managers and administrators (males \$844.40, females \$623.50)
- Professionals (males \$741.80, females \$550.40)
- Para-professionals (males \$668.20, females \$511.60)

The lowest average weekly earnings were recorded for:

- Labourers and related workers (males \$452.10, females \$281.70)
- Salespersons and personal service workers (males \$492.60, females \$307.10).

The estimated average weekly total earnings across all occupation groups for adult males is \$606.20 and \$404.00 for females. This represents increases of 3.6 and 3.9 per cent respectively when compared to the May 1990 averages.

The largest increases between May 1990 and May 1991 occurred in the following major occupation groups:

- Female Managers and administrators (8.0%)
- Male Managers and administrators (5.7%)
- Female Professionals (5.4%)

DIAGRAM 2: AVERAGE WEEKLY TOTAL EARNINGS OF ALL ADULT EMPLOYEES BY MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1991

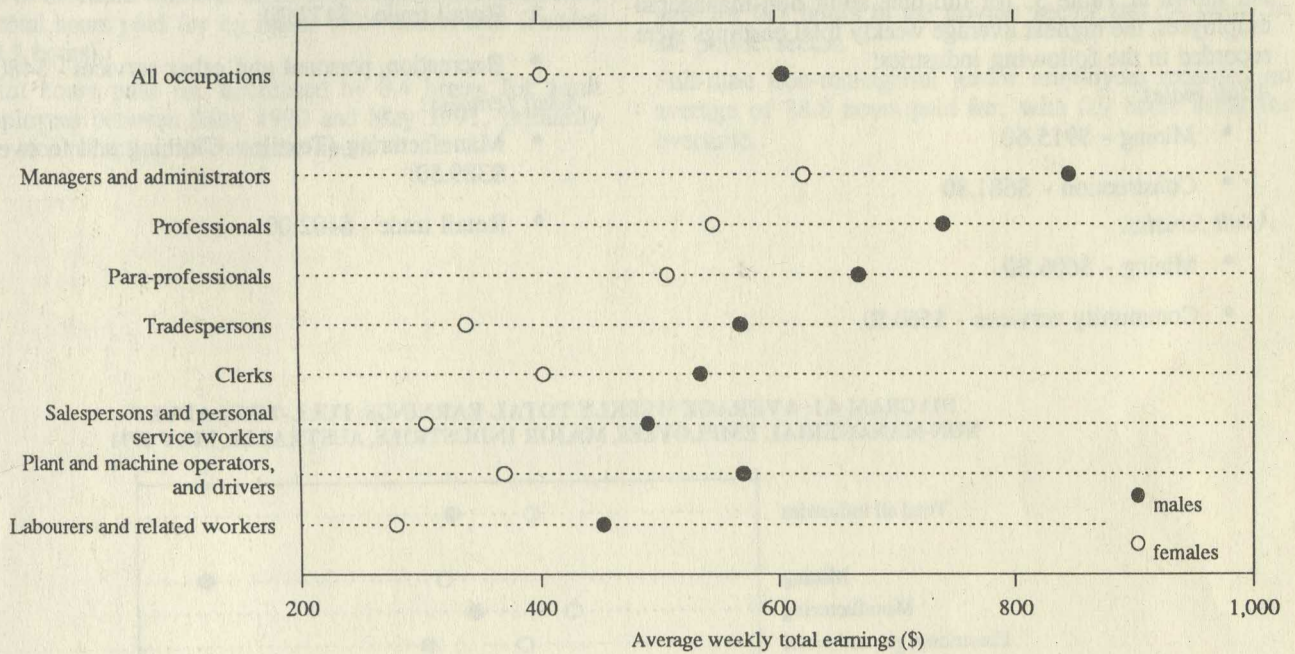
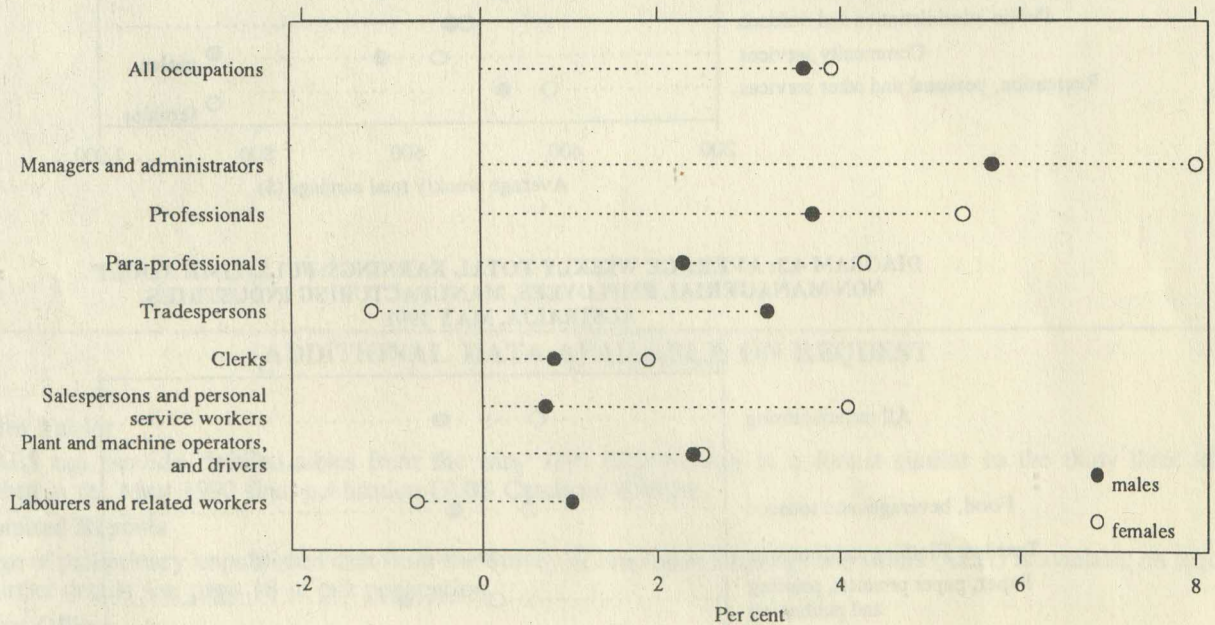


DIAGRAM 3: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF ALL ADULT EMPLOYEES, BY MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1990 TO MAY 1991



Earnings by Industry

The estimated average weekly total earnings across all industries for full-time adult non-managerial males is \$596.90 and \$498.50 for females.

As shown in Table 5, for full-time adult non-managerial employees, the highest average weekly total earnings were recorded in the following industries:

Adult males:

- Mining - \$915.60
- Construction - \$681.80

Adult females:

- Mining - \$606.80
- Community services - \$560.50

The industries recording the lowest estimates of average weekly total earnings were:

Adult males:

- Retail trade - \$472.70
- Recreation, personal and other services - \$480.50

Adult females:

- Manufacturing (Textiles; Clothing and footwear) - \$389.50
- Retail trade - \$402.00

DIAGRAM 4.1: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MAJOR INDUSTRIES, AUSTRALIA, MAY 1991

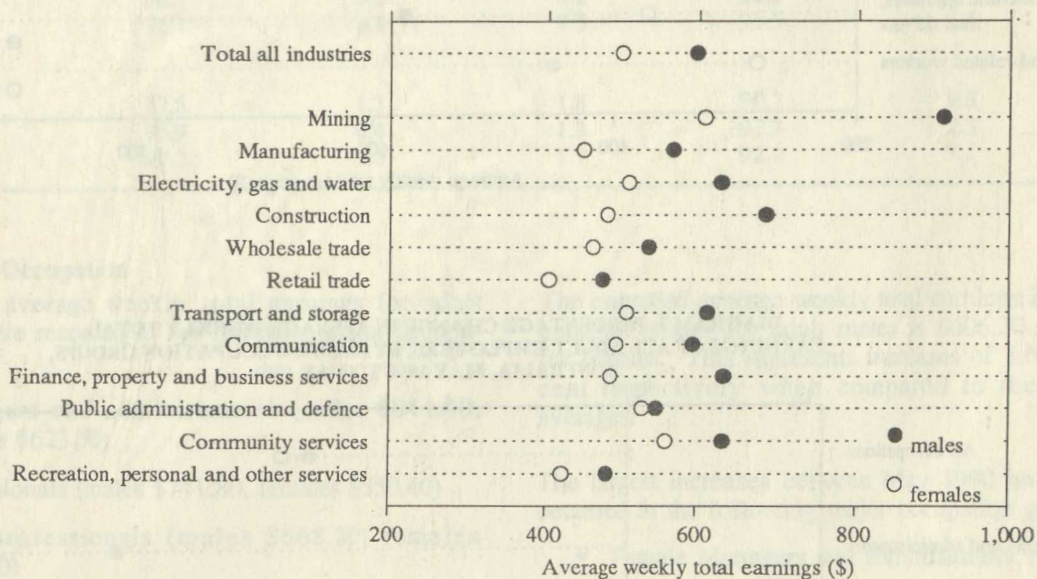
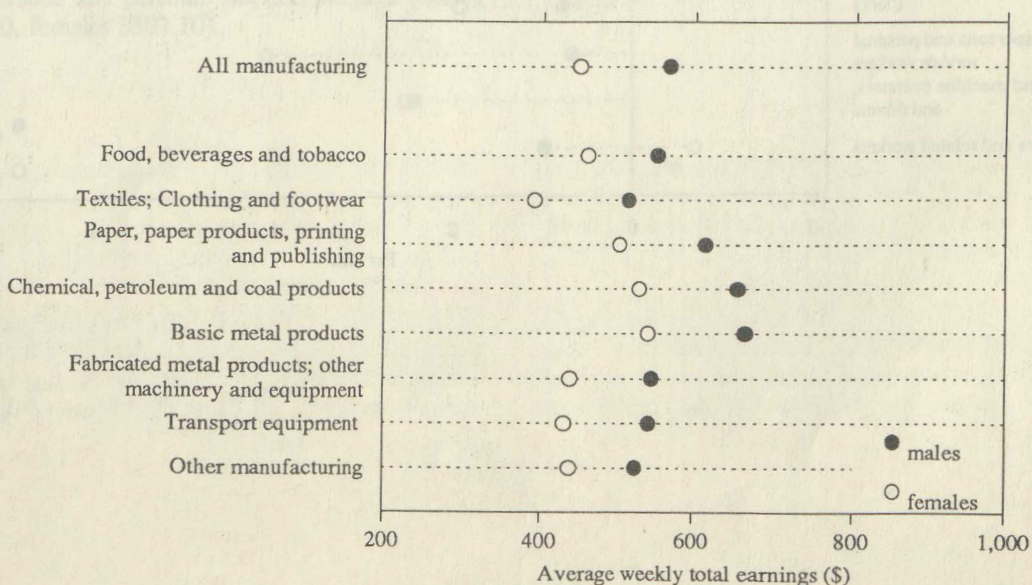


DIAGRAM 4.2: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MANUFACTURING INDUSTRIES, AUSTRALIA, MAY 1991



Average Weekly Hours Paid for

The number of average weekly ordinary time hours paid for was similar for both full-time adult non-managerial males (37.8 hours) and females (37.5 hours). However, due to overtime worked, there was a significant difference in total hours paid for by males (40.4 hours) and females (38.1 hours).

Total hours paid for decreased by 0.4 hours for adult employees between May 1990 and May 1991, primarily due to a reduction in overtime hours.

Private sector employees were paid for about twice the amount of overtime as their public sector counterparts. Full-time adult non-managerial males in the private sector were paid for 3.1 hours of overtime while in the public sector the figure was 1.6 hours. Similarly females were paid for 0.7 hours in the private sector and 0.4 hours in the public sector.

Full-time non-managerial junior employees recorded an average of 38.8 hours paid for, with 0.9 hours being for overtime.

ADDITIONAL DATA AVAILABLE ON REQUEST

Detailed Tables

The ABS can provide detailed tables from the May 1991 EEH Survey in a format similar to the thirty three tables published in the May 1990 final publication (ABS Catalogue 6306.0).

Customised Reports

A range of preliminary unpublished data from the Survey of Employee Earnings and Hours (EEH) is available on request. For further details see page 18 of this publication.

Contact Officer

For further information about these services (and the charges involved) please contact Regina Camara in Canberra on (06) 252 5325.

TABLE 1. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES AND ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1991

	Full-time adult non-managerial employees			All employees		
	Males	Females	Persons	Males	Females	Persons
	— per cent —					
Weekly total earnings (\$)—						
Under 50	* 0.1	* 0.2	0.1	1.3	3.0	2.1
50 and under 100	* 0.0	* 0.1	* 0.1	2.1	5.9	3.8
100 " 150	* 0.0	* 0.1	* 0.0	1.5	5.4	3.2
150 " 200	0.1	* 0.2	0.2	2.1	6.3	3.9
200 " 250	0.3	0.4	0.3	2.0	6.9	4.2
250 " 300	0.7	1.4	1.0	2.2	6.8	4.2
300 " 320	0.8	1.6	1.1	1.4	3.1	2.1
320 " 340	1.4	3.1	2.0	1.7	3.5	2.5
340 " 360	2.4	5.4	3.5	2.4	4.3	3.3
360 " 380	3.7	6.8	4.8	3.2	5.2	4.1
380 " 400	4.7	7.5	5.7	3.7	4.8	4.2
400 " 420	5.3	7.2	6.0	4.5	4.7	4.6
420 " 440	4.6	6.8	5.4	3.5	4.1	3.8
440 " 460	5.2	6.8	5.7	4.3	4.0	4.2
460 " 480	4.9	5.8	5.2	3.7	3.4	3.6
480 " 500	5.0	5.9	5.3	3.8	3.3	3.6
500 " 520	4.7	5.6	5.1	4.0	3.3	3.7
520 " 540	4.1	4.1	4.1	3.2	2.4	2.8
540 " 560	4.3	3.6	4.1	3.4	2.1	2.8
560 " 580	3.8	2.7	3.4	3.1	1.6	2.4
580 " 600	3.4	2.6	3.1	2.6	1.5	2.1
600 " 620	3.7	2.7	3.4	3.1	1.7	2.5
620 " 640	3.3	3.0	3.2	2.6	1.7	2.2
640 " 660	3.2	2.1	2.8	2.5	1.3	2.0
660 " 680	2.6	2.1	2.4	2.6	1.4	2.0
680 " 700	2.6	2.1	2.4	2.2	1.2	1.7
700 " 720	2.7	1.8	2.4	2.4	1.0	1.8
720 " 740	2.6	1.8	2.3	2.2	1.1	1.7
740 " 760	2.0	1.3	1.7	1.7	0.8	1.3
760 " 780	1.9	1.1	1.6	1.8	0.8	1.3
780 " 800	1.4	0.6	1.1	1.3	0.5	0.9
800 " 850	3.0	1.4	2.4	3.4	1.1	2.4
850 " 900	2.2	0.7	1.7	2.5	0.6	1.6
900 " 950	1.9	0.4	1.4	2.2	0.4	1.4
950 " 1,000	2.3	0.3	1.6	2.6	0.3	1.6
1,000 " 1,100	1.8	0.3	1.2	2.4	0.4	1.5
1,100 " 1,200	1.0	* 0.2	0.7	1.4	0.2	0.9
1,200 " 1,300	0.7	* 0.1	0.5	1.0	* 0.1	0.6
1,300 " 1,400	0.4	* 0.1	0.3	0.7	* 0.1	0.4
1,400 " 1,500	0.2	* 0.0	0.2	0.4	* 0.0	0.2
1,500 and over	0.7	* 0.0	0.4	1.3	* 0.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
	— '000 —					
Total employees(a)	2,164.2	1,221.3	3,385.4	3,101.4	2,463.2	5,564.6
	— dollars —					
25th percentile	442.90	394.80	420.90	402.80	231.90	331.00
50th percentile (median)	549.70	467.40	513.40	535.10	378.50	459.00
75th percentile	699.00	577.90	655.20	718.10	500.90	632.70
Mean earnings	596.90	498.50	561.40	582.20	383.60	494.30

(a) See paragraph 7 of the Explanatory Notes.

TABLE 2. AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1991
(dollars)

Occupation (ASCO major group)	Adult males		Adult females		Adult persons	
	Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Managers and administrators	852.30	844.40	656.20	623.50	815.20	798.80
Professionals	793.60	741.80	650.30	550.40	735.20	653.50
Para-professionals	686.80	668.20	618.00	511.60	665.80	603.20
Tradespersons	582.90	571.50	425.70	342.10	574.60	552.20
Clerks	559.00	538.10	468.60	403.60	499.30	441.40
Salespersons and personal service workers	566.30	492.60	446.30	307.10	510.00	375.00
Plant and machine operators, and drivers	599.00	572.90	400.20	370.30	567.00	537.50
Labourers and related workers	501.70	452.10	410.40	281.70	478.80	381.10
All occupations	641.10	606.20	511.80	404.00	597.50	518.40

TABLE 3. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1991

Occupation (ASCO major group) (a)	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours paid for	Earnings (\$)	Hours paid for
MALES				
Professionals	718.30	37.4	738.80	38.0
Para-professionals	623.40	37.8	674.20	39.8
Tradespersons	504.90	37.7	585.80	41.3
Clerks	519.40	37.4	541.90	38.5
Salespersons and personal service workers	527.10	38.6	547.10	39.7
Plant and machine operators, and drivers	503.10	38.0	598.70	42.6
Labourers and related workers	446.60	37.7	501.10	40.6
All occupations(b)	541.20	37.8	596.90	40.4
FEMALES				
Professionals	627.40	37.0	635.60	37.3
Para-professionals	598.00	37.9	614.70	38.7
Tradespersons	410.30	37.6	427.60	38.6
Clerks	457.40	37.4	466.20	37.9
Salespersons and personal service workers	435.90	38.2	445.00	38.7
Plant and machine operators, and drivers	376.00	37.2	399.90	38.5
Labourers and related workers	389.40	37.7	410.30	39.0
All occupations(b)	486.90	37.5	498.50	38.1
PERSONS				
Professionals	677.00	37.2	691.90	37.7
Para-professionals	615.50	37.8	655.60	39.5
Tradespersons	500.30	37.7	578.10	41.2
Clerks	477.50	37.4	490.80	38.1
Salespersons and personal service workers	480.80	38.4	495.30	39.2
Plant and machine operators, and drivers	482.50	37.8	566.50	42.0
Labourers and related workers	432.10	37.7	478.10	40.2
All occupations(b)	521.60	37.7	561.40	39.5

(a) Employees classified to ASCO Major Group Managers and administrators are not shown separately in this table. See paragraph 10 of the Explanatory Notes.

(b) Includes occupations not separately classified.

TABLE 4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, SECTOR, AUSTRALIA, MAY 1991

Average weekly total earnings (\$)									
Average weekly ordinary time earnings						Average weekly hours paid for			
	Award or agreed base rate of pay	Payment by measured result	Overaward pay	Total ordinary time	Overtime	Average weekly total earnings	Ordinary time	Overtime	Total
PRIVATE SECTOR									
Males —									
Adult	497.00	11.70	15.80	524.40	66.10	590.50	38.0	3.1	41.1
Junior	271.10	* 1.60	4.50	277.20	17.20	294.40	38.0	1.4	39.4
Total	479.80	10.90	14.90	505.60	62.40	568.00	38.0	3.0	41.0
Females —									
Adult	439.90	3.10	10.40	453.40	13.00	466.40	37.8	0.7	38.5
Junior	265.90	* 0.80	3.40	270.10	6.80	276.90	37.9	0.6	38.5
Total	419.80	2.80	9.60	432.20	12.30	444.50	37.8	0.7	38.5
Persons —									
Adult	477.00	8.70	13.90	499.60	47.60	547.20	37.9	2.3	40.2
Junior	268.70	1.20	4.00	273.90	12.40	286.40	37.9	1.1	39.0
Total	458.30	8.00	13.00	479.30	44.40	523.70	37.9	2.2	40.1
PUBLIC SECTOR									
Males —									
Adult	568.50	1.20	2.20	571.90	36.70	608.50	37.4	1.6	39.0
Junior	308.00	* 0.10	* 0.50	308.60	9.00	317.60	37.6	0.7	38.3
Total	562.50	1.20	2.10	565.80	36.00	601.80	37.4	1.6	39.0
Females —									
Adult	539.30	0.10	0.80	540.20	9.50	549.70	37.1	0.4	37.5
Junior	315.00	* 0.00	* 0.30	315.20	* 3.60	318.90	37.5	* 0.3	37.8
Total	530.60	0.10	0.80	531.50	9.30	540.70	37.1	0.4	37.5
Persons —									
Adult	557.40	0.80	1.60	559.80	26.30	586.10	37.3	1.1	38.4
Junior	311.60	* 0.00	* 0.40	312.00	6.20	318.20	37.5	0.5	38.0
Total	550.20	0.80	1.60	552.60	25.70	578.30	37.3	1.1	38.4
TOTAL									
Males —									
Adult	522.20	8.00	11.00	541.20	55.70	596.90	37.8	2.6	40.4
Junior	276.10	* 1.40	4.00	281.40	16.10	297.50	37.9	1.3	39.2
Total	507.90	7.60	10.60	526.10	53.40	579.50	37.8	2.5	40.3
Females —									
Adult	478.20	1.90	6.70	486.90	11.60	498.50	37.5	0.6	38.1
Junior	273.90	* 0.70	2.90	277.40	6.30	283.80	37.8	0.6	38.4
Total	460.40	1.80	6.40	468.60	11.20	479.80	37.5	0.6	38.1
Persons —									
Adult	506.30	5.80	9.40	521.60	39.80	561.40	37.7	1.9	39.5
Junior	275.10	1.10	3.50	279.60	11.50	291.10	37.9	1.0	38.8
Total	490.40	5.50	9.00	504.90	37.90	542.80	37.7	1.8	39.5

TABLE 5. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID FOR: FULL-TIME
NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1991

Industry	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours paid for	Earnings (\$)	Hours paid for
ADULT MALES				
Mining	774.50	37.6	915.60	43.0
Manufacturing	496.10	37.7	566.10	41.1
Food, beverages and tobacco	482.70	37.5	551.30	41.0
Textiles; Clothing and footwear	443.10	37.9	513.20	41.4
Paper, paper products, printing and publishing	566.10	37.6	614.80	39.6
Chemical, petroleum and coal products	566.80	37.6	656.30	41.6
Metal products, machinery and equipment	500.60	37.6	573.50	41.0
Basic metal products	562.70	38.1	665.00	42.5
Fabricated metal products; other machinery and equipment	481.50	37.4	546.10	40.6
Transport equipment	480.90	37.6	543.20	40.5
Other manufacturing	456.90	38.1	524.80	41.7
Electricity, gas and water	578.40	37.1	628.00	39.2
Construction	557.10	37.7	681.80	43.2
Wholesale and retail trade	475.80	38.3	505.80	39.9
Wholesale trade	500.00	38.1	535.40	39.9
Retail trade	448.70	38.5	472.70	39.9
Transport and storage	530.20	38.1	612.20	42.3
Communication	550.60	36.7	594.00	38.5
Finance, property and business services	609.90	38.1	634.10	39.3
Public administration and defence	524.50	37.2	547.40	38.3
Community services	609.80	37.6	634.10	38.5
Recreation, personal and other services	453.80	38.5	480.50	40.0
Total all industries	541.20	37.8	596.90	40.4
ADULT FEMALES				
Mining	571.20	38.3	606.80	39.8
Manufacturing	426.00	37.4	445.80	38.5
Food, beverages and tobacco	418.00	37.6	457.00	39.9
Textiles; Clothing and footwear	379.70	36.9	389.50	37.5
Paper, paper products, printing and publishing	491.20	37.5	501.30	38.0
Chemical, petroleum and coal products	496.90	37.6	528.80	39.2
Metal products, machinery and equipment	428.30	37.4	447.30	38.5
Basic metal products	514.00	37.9	540.90	39.3
Fabricated metal products; other machinery and equipment	417.00	37.5	436.70	38.6
Transport equipment	416.20	37.0	429.60	37.7
Other manufacturing	420.30	37.6	436.60	38.6
Electricity, gas and water	498.30	36.4	507.80	36.7
Construction	453.60	38.4	478.70	39.6
Wholesale and retail trade	413.70	38.1	424.90	38.7
Wholesale trade	445.40	37.8	458.50	38.6
Retail trade	392.20	38.2	402.00	38.8
Transport and storage	480.10	38.2	506.10	39.6
Communication	482.80	36.5	492.80	37.1
Finance, property and business services	474.20	37.7	484.30	38.3
Public administration and defence	515.30	36.6	528.90	37.2
Community services	553.40	37.3	560.50	37.6
Recreation, personal and other services	414.40	38.1	421.30	38.5
Total all industries	486.90	37.5	498.50	38.1

TABLE 5. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID FOR: FULL-TIME
NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1991—continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours paid for	Earnings (\$)	Hours paid for
ADULT PERSONS				
Mining	759.10	37.6	892.30	42.7
Manufacturing	478.90	37.6	536.80	40.4
Food, beverages and tobacco	465.60	37.5	526.40	40.7
Textiles; Clothing and footwear	409.90	37.4	448.40	39.4
Paper, paper products, printing and publishing	544.00	37.5	581.30	39.2
Chemical, petroleum and coal products	548.30	37.6	622.60	41.0
Metal products, machinery and equipment	488.30	37.6	552.10	40.6
Basic metal products	558.20	38.1	653.50	42.2
Fabricated metal products; other machinery and equipment	468.30	37.4	523.60	40.2
Transport equipment	470.40	37.5	524.80	40.1
Other manufacturing	450.10	38.0	508.40	41.1
Electricity, gas and water	569.10	37.0	614.10	38.9
Construction	546.10	37.8	660.30	42.8
Wholesale and retail trade	454.60	38.2	478.20	39.5
Wholesale trade	484.50	38.0	513.50	39.5
Retail trade	426.40	38.4	444.80	39.5
Transport and storage	521.20	38.1	593.10	41.8
Communication	536.00	36.7	572.30	38.2
Finance, property and business services	533.70	37.9	550.00	38.7
Public administration and defence	521.20	37.0	540.70	37.9
Community services	577.00	37.4	591.40	38.0
Recreation, personal and other services	436.80	38.3	455.00	39.4
Total all industries	521.60	37.7	561.40	39.5
JUNIOR MALES				
Mining	398.90	36.6	444.60	39.1
Manufacturing	265.20	37.6	284.80	39.2
Food, beverages and tobacco	270.30	38.4	298.90	40.6
Textiles; Clothing and footwear	275.90	38.7	299.90	40.3
Paper, paper products, printing and publishing	252.90	37.3	264.00	38.4
Chemical, petroleum and coal products	306.00	38.4	308.70	38.6
Metal products, machinery and equipment	276.80	37.4	299.10	39.2
Basic metal products	310.30	37.1	344.10	39.8
Fabricated metal products; other machinery and equipment	259.40	37.2	286.70	39.4
Transport equipment	281.70	38.1	288.90	38.7
Other manufacturing	243.90	37.5	260.10	38.9
Electricity, gas and water	318.10	36.5	328.30	37.2
Construction	317.00	37.8	334.70	39.1
Wholesale and retail trade	261.60	38.3	276.30	39.6
Wholesale trade	266.70	38.5	291.50	40.6
Retail trade	260.50	38.2	272.90	39.4
Transport and storage	310.90	38.0	341.20	40.4
Communication	284.20	36.7	284.20	36.7
Finance, property and business services	311.10	37.8	316.70	38.2
Public administration and defence	281.70	37.6	297.80	38.8
Community services	308.00	37.9	316.40	38.7
Recreation, personal and other services	254.40	39.0	279.00	41.1
Total all industries	281.40	37.9	297.50	39.2

TABLE 5. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID FOR: FULL-TIME
NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1991—continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours paid for	Earnings (\$)	Hours paid for
JUNIOR FEMALES				
Mining	370.80	36.9	405.00	40.4
Manufacturing	289.10	38.0	295.80	38.7
Food, beverages and tobacco	319.50	38.6	330.90	39.5
Textiles; Clothing and footwear	256.60	37.3	256.60	37.3
Paper, paper products, printing and publishing	319.10	37.4	326.80	38.0
Chemical, petroleum and coal products	259.90	37.2	263.50	37.5
Metal products, machinery and equipment	288.20	38.0	290.10	38.1
Basic metal products	282.50	38.6	283.30	38.7
Fabricated metal products; other machinery and equipment	288.70	37.9	291.00	38.0
Transport equipment	291.70	38.0	291.70	38.0
Other manufacturing	269.60	39.1	285.30	41.1
Electricity, gas and water	311.60	36.8	325.70	38.1
Construction	299.50	38.1	302.90	38.5
Wholesale and retail trade	273.30	37.8	282.70	38.6
Wholesale trade	271.10	38.1	283.30	39.1
Retail trade	274.00	37.7	282.50	38.4
Transport and storage	304.80	38.3	322.40	39.5
Communication	* 196.00	* 36.7	* 196.00	* 36.7
Finance, property and business services	289.30	37.7	293.20	38.1
Public administration and defence	290.30	36.6	296.20	36.9
Community services	279.60	37.9	282.20	38.2
Recreation, personal and other services	232.10	38.4	239.00	39.1
Total all industries	277.40	37.8	283.80	38.4
JUNIOR PERSONS				
Mining	392.80	36.6	436.00	39.4
Manufacturing	270.30	37.7	287.10	39.1
Food, beverages and tobacco	278.20	38.4	304.10	40.5
Textiles; Clothing and footwear	262.40	37.7	269.50	38.2
Paper, paper products, printing and publishing	276.40	37.3	286.30	38.2
Chemical, petroleum and coal products	297.60	38.2	300.40	38.4
Metal products, machinery and equipment	278.50	37.5	297.70	39.1
Basic metal products	307.40	37.2	337.70	39.6
Fabricated metal products; other machinery and equipment	266.00	37.3	287.70	39.1
Transport equipment	282.20	38.1	289.10	38.6
Other manufacturing	248.20	37.8	264.30	39.3
Electricity, gas and water	316.90	36.5	327.80	37.4
Construction	315.60	37.8	332.20	39.1
Wholesale and retail trade	266.40	38.1	278.90	39.2
Wholesale trade	268.80	38.3	287.60	39.9
Retail trade	265.80	38.0	276.70	39.0
Transport and storage	309.00	38.1	335.30	40.1
Communication	273.00	36.7	273.00	36.7
Finance, property and business services	295.10	37.8	299.50	38.1
Public administration and defence	287.20	36.9	296.80	37.6
Community services	285.90	37.9	289.70	38.3
Recreation, personal and other services	237.30	38.5	248.30	39.6
Total all industries	279.60	37.9	291.10	38.8

EXPLANATORY NOTES

Introduction

This publication contains estimates obtained from a sample survey of employers conducted in May 1991. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1991* (6306.0) expected to be released in April 1992.

Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

5. A sample of approximately 9,700 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 73,000 employees was obtained in the survey.

7. Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3,101,400 male and 2,463,200 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

Industry classification

8. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0). The following table shows details of the ASIC industries used in the publication (More detailed information may be available on request).

ASIC code	
Sub-Division	Division Title
B	Mining
C	Manufacturing
21	Food, beverages and tobacco
23,24	Textiles; Clothing and footwear
26	Paper, paper products, printing and publishing
27	Chemical, petroleum and coal products
29	Basic metal products
31,33	Fabricated metal products; other machinery and equipment
32	Transport equipment
25,28,34	Other manufacturing(a)
D	Electricity, gas and water
E	Construction
F	Wholesale and retail trade
47	Wholesale trade
48	Retail trade
G	Transport and storage
H	Communication
I	Finance, property and business services
J	Public administration and defence(b)
K	Community services
L	Recreation, personal and other services(c)

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

Occupation

9. Occupation is classified according to the Australian Standard Classification of Occupations (ASCO), based on the title and description of the job.

10. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group 'Managers and Administrators'; e.g. employees classified as Professionals according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and Administrators'.

11. Details of ASCO can be found in ASCO: *Statistical Classification — First Edition* (1222.0), and an *Information Paper: ASCO — Australian Standard Classification of Occupations, April 1991* (1221.0).

Comparability of results

12. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981.

13. Care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0), as a different sample design and survey methodology are used. The Average Weekly Earnings survey collects information relating to total employment of organisations selected in the survey, whereas results from the Employee Earnings and Hours survey are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the sample for the Employee Earnings and Hours survey is much larger than that for the Average Weekly Earnings survey.

14. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

15. Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

Reliability of estimates

16. For information on the reliability of estimates see the Technical Note (Appendix A).

Related publications

17. Users may also wish to refer to the following publications which are available on request:

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Distribution and Composition of Employee Earnings and Hours, Australia, May 1990 (6306.0)

Award Rates of Pay Indexes, Australia (6312.0) — issued monthly

Award Coverage, Australia, May 1990 (6315.0)

Average Weekly Earnings, Australia, Preliminary (6301.0) — issued quarterly

Average Weekly Earnings, States and Australia (6302.0) — issued quarterly

Average Earnings and Hours of Employees, Australia (6304.0) — issued annually

Weekly Earnings of Employees (Distribution), Australia (6310.0) — issued annually

Job Vacancies and Overtime, Australia (6354.0) — issued quarterly

Employed Wage and Salary Earners, Australia (6248.0) — issued quarterly

Major Labour Costs, Australia (6348.0) — issued annually

The Labour Force, Australia (6203.0) — issued monthly

Labour Force Projections, Australia 1992 - 2005 (6260.0)

Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage.

Unpublished statistics

18. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries should be made to Regina Camara on Canberra (06) 252 5325 or to Information Services in the nearest ABS office.

Symbols and other usages

- * subject to high relative standard error.
See the Technical Note
(Appendix A).

19. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

20. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

APPENDIX A

TECHNICAL NOTE

Introduction

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

2. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses. Generally, this indicates a relative standard error equal to or greater than 25 per cent of the estimate for Distribution tables and 10 per cent for Occupation tables.

Reliability of estimates

3. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

4. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables below have been produced to give an indication of the magnitude of relative standard errors.

5. The figures in Table A provide an indication of magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$360 to \$380 is 3.2 per cent of the total number of male

employees (see Table 1). This represents approximately 99,200 males. Table A shows the relative standard error of this estimate to be approximately 5.9 per cent or 5,870 employees. There are about two chances in three that a complete collection would give a figure within the range 93,330 to 105,070 and about nineteen chances in twenty that the figure would be within the range 87,460 to 110,940.

6. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings). An example of the use of Table B is as follows. Table 4 shows average overtime earnings of adult male full-time non-managerial employees (Australia) as \$55.70. Table B shows the approximate relative standard error for this estimate to be 6.9 per cent (i.e. about \$3.80). There are about two chances in three that a complete collection would give a figure within the range \$51.90 to \$59.50 and about nineteen chances in twenty that the figure would be within the range of \$48.10 to \$63.30.

7. The following notes give indications of relative standard errors which are not covered directly by the tables.

Occupations reported in Tables 2 and 3 for which the relative standard error is equal to or greater than 10 per cent are highlighted with an asterisk.

Private/public sector. Relative standard errors relating to estimates of the private or public sector only are generally slightly higher than those for the private and public sectors combined.

Full-time adult employees. Relative standard errors are approximately the same as for full-time adult non-managerial employees (Tables B and C).

Full-time adult managerial employees. Relative standard errors are slightly higher than those for full-time adult non-managerial employees (Tables B and C).

Average weekly hours paid for. Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA, MAY 1991

<i>Size of estimate (persons)</i>	<i>Standard error (number)</i>	<i>Relative standard error (per cent)</i>	<i>Size of estimate (persons)</i>	<i>Standard error (number)</i>	<i>Relative standard error (per cent)</i>
500	270	54.5	80,000	5,110	6.4
1,000	400	39.7	90,000	5,500	6.1
2,500	660	26.4	100,000	5,870	5.9
5,000	980	19.6	150,000	7,570	5.0
10,000	1,460	14.6	200,000	9,080	4.5
20,000	2,200	11.0	1,000,000	25,710	2.6
30,000	2,810	9.4	2,000,000	40,790	2.0
40,000	3,340	8.4	3,000,000	53,620	1.8
50,000	3,830	7.7	4,000,000	65,210	1.6
60,000	4,280	7.1	5,000,000	75,970	1.5
70,000	4,710	6.7	6,000,000	86,130	1.4

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1991
(per cent)

	<i>Average weekly total earnings</i>						<i>Average weekly hours paid for</i>		
	<i>Average weekly ordinary time earnings</i>								
	<i>Award or agreed base rate of pay</i>	<i>Payment by measured result</i>	<i>Over- award pay</i>	<i>Total ordinary time</i>	<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>
<i>Males—</i>									
Adult	0.4	5.3	5.3	0.4	6.9	0.7	0.1	6.2	0.4
Junior	1.3	28.9	13.9	1.3	8.4	1.3	0.2	7.6	0.3
Total	0.4	5.2	5.2	0.4	6.9	0.7	0.1	6.1	0.3
<i>Females—</i>									
Adult	0.4	15.4	8.1	0.4	6.0	0.4	0.1	6.0	0.2
Junior	1.4	35.7	14.0	1.4	13.1	1.4	0.2	13.9	0.3
Total	0.4	15.4	7.9	0.4	5.7	0.4	0.1	5.7	0.2
<i>Persons—</i>									
Adult	0.3	5.2	4.4	0.3	6.6	0.5	0.1	6.0	0.3
Junior	0.9	21.6	10.6	0.9	7.3	0.9	0.1	7.1	0.2
Total	0.3	5.1	4.3	0.3	6.5	0.5	0.1	5.8	0.2

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY ORDINARY TIME EARNINGS AND AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1991
(per cent)

Industry	Adult						Junior					
	Males-		Females-		Persons-		Males-		Females-		Persons-	
	Ordinary	Total	Ordinary	Total	Ordinary	Total	Ordinary	Total	Ordinary	Total	Ordinary	Total
	time	earnings	time	earnings	time	earnings	time	earnings	time	earnings	time	earnings
	earnings		earnings		earnings		earnings		earnings		earnings	
Mining	1.6	1.7	3.8	3.0	1.7	1.8	13.3	18.2	4.6	2.8	11.1	14.6
Manufacturing	0.7	0.7	0.9	1.0	0.6	0.7	1.9	2.1	3.2	3.0	1.8	1.9
Food, beverages and tobacco	1.3	1.0	1.4	1.4	1.2	1.0	5.2	5.6	5.0	5.3	5.0	5.1
Textiles; Clothing and footwear	4.5	4.3	3.0	3.2	4.0	4.8	4.9	10.2	3.4	3.4	2.8	3.2
Paper, paper products, printing and publishing	2.5	3.1	1.6	2.0	2.3	2.9	4.1	3.7	4.6	4.9	2.9	2.9
Chemical, petroleum and coal products	3.1	2.0	2.1	2.4	2.0	1.5	3.7	4.2	8.4	8.7	3.4	3.6
Metal products, machinery and equipment	0.9	1.0	1.2	1.4	0.9	1.0	2.3	3.0	4.3	4.4	2.1	2.7
Basic metal products	1.4	1.7	2.9	3.7	1.3	1.7	2.9	7.4	15.3	15.3	3.4	7.2
Fabricated metal products; other machinery and equipment	1.6	1.6	1.5	1.9	1.4	1.6	4.0	4.3	5.0	5.0	3.2	3.5
Transport equipment	1.5	2.1	2.3	2.3	1.2	1.9	3.6	3.9	1.7	1.7	3.4	3.7
Other manufacturing	1.6	2.6	3.1	3.2	1.3	2.2	5.4	5.8	13.9	11.4	5.5	5.5
Electricity, gas and water	0.5	0.8	2.0	2.1	0.5	0.7	2.9	2.9	3.9	2.7	2.8	2.5
Construction	1.5	3.3	1.7	3.8	1.2	3.5	2.8	3.1	5.4	5.2	2.5	2.8
Wholesale and retail trade	1.5	1.5	1.2	1.1	1.1	1.1	2.3	2.4	1.7	1.8	1.5	1.7
Wholesale trade	1.1	1.3	2.2	2.0	1.0	1.1	3.4	4.4	2.0	3.1	2.1	2.9
Retail trade	2.9	2.8	1.7	1.6	2.2	2.1	2.6	2.8	2.2	2.2	1.8	2.0
Transport and storage	0.9	1.1	1.4	1.9	0.8	1.0	3.3	3.0	3.7	5.0	2.7	2.9
Communication	1.0	0.8	1.1	1.3	0.7	0.7	6.7	6.7	* 0.0	* 0.0	7.6	7.6
Finance, property and business services	1.9	1.8	1.0	1.2	1.4	1.4	4.4	4.5	3.2	3.2	2.4	2.3
Public administration and defence	0.8	0.7	0.7	1.0	0.6	0.7	4.5	5.5	2.9	3.0	2.5	2.9
Community services	0.7	0.7	0.5	0.6	0.4	0.4	6.0	5.5	3.4	3.4	2.2	2.2
Recreation, personal and other services	1.8	1.9	1.8	1.9	1.5	1.7	5.8	6.2	3.7	4.2	3.0	3.7
Total all industries	0.4	0.7	0.4	0.4	0.3	0.5	1.3	1.3	1.4	1.4	0.9	0.9

APPENDIX B

GLOSSARY

Adult employees are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Award pay or agreed base rate of pay refers to the award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

Employees refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

Full-time employees are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Industry is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 8).

Junior employees are those employees who are not adults as defined.

Managerial employees are adult managerial, executive and professional staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.

Mean (or average) earnings or hours refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

Median earnings or hours refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

Non-managerial employees are those who are not managerial employees as defined.

Occupation is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 9 to 11).

Ordinary time hours paid for refers to employees' award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period.

Overaward pay refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. atten-

dance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

Overtime hours paid for refers to hours in excess of award, standard or agreed hours of work.

Payment by measured result refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

Percentiles refer to any of a hundred divisions of an earnings or hours series. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.

Reference period for the survey refers to the last pay period ending on or before 17 May 1991.

Sector. Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

Weekly ordinary time earnings of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

Weekly overtime earnings of employees refers to payment for hours in excess of award, standard or agreed hours of work.

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Weekly total hours paid for refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

APPENDIX C

ADDITIONAL DATA AVAILABLE ON REQUEST

A large range of unpublished data is available from the Survey of Employee Earnings and Hours on request. This data can be produced for clients as customised reports. The populations and variables are listed below.

A. HOW TO PLACE AN ORDER

Firstly, determine the population (from C below) and the variables (from D) that you require estimates for. A covering letter indicating these requirements and the uses of the data requested should be returned to:

Assistant Director
Labour Income and Disputes Sub-section
Australian Bureau of Statistics
P.O. Box 10
Belconnen ACT 2616

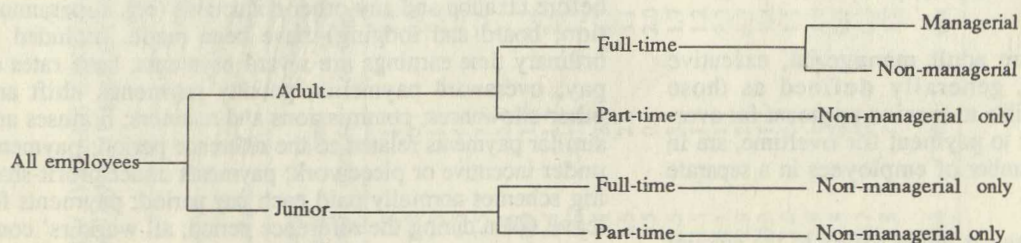
B. CONTACT OFFICER

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, and the charges involved, please phone Regina Camara on Canberra (06) 252 5325.

Requests can be sent by facsimile to (06) 251 5486.

C. POPULATIONS

The variables listed below are available in respect of each of the following populations:



D. VARIABLES

The following variables are available from this survey (subject to the reliability of the estimates).

Distribution of employees by levels of:

Weekly total earnings
Weekly ordinary time earnings
Weekly overtime earnings

Weekly total hours paid for
Weekly ordinary time hours paid for
Weekly overtime hours paid for

Note: Earnings and hours ranges can be specified to suit individual requirements.

Composition of earnings

Average weekly total earnings
Average weekly ordinary time earnings
Award or agreed base rate of pay (includes allowances)
Overaward pay
Payment by measured result
Overtime

Average hourly earnings

Composition of hours paid for

Average weekly total hours paid for

Average weekly ordinary time hours paid for

Average weekly overtime hours paid for

State/Territory

New South Wales

Victoria

Queensland

South Australia

Western Australia

Tasmania

Northern Territory

Australian Capital Territory

Australia

Sector

Private sector

Public sector

Total all sectors

Sex

Males

Females

Persons

Occupation

ASCO major group

(as shown in Table 2)

ASCO minor group

(2 digit codes)

ASCO unit group

(4 digit codes)

Industry

Mining

Manufacturing

Food, beverages and tobacco

Textiles; Clothing and footwear

Paper, paper products, printing and publishing

Chemicals, petroleum and coal products

Metal products, machinery and equipment-

Basic metal products

Fabricated metal products; other machinery
and equipment

Transport equipment

Other manufacturing

Electricity, gas and water

Construction

Wholesale and retail trade

Wholesale trade

Retail trade

Transport and storage

Communication

Finance, property and business services

Public administration and defence

Community services

Recreation, personal and other services

Total all industries

*Note: Information at a finer level of detail may also be available.***Size of firm (number of employees)**

Under 20

20 - 49

50 - 99

100 - 499

500 - 999

1,000 and over